

<div>Larkin</div> <div>Maine - State Leave and Pay Summary Table</div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Maine Family and Medical Leave Act (MEFMLA)	Leave Laws - MEFMLA runs concurrently with federal FMLA and ME PFML*. Pay Laws - N/A	Leave	15 or more employees (ME - one worksite)	12 months of service with current employer (no hours worked requirement)	Yes	Yes	10 weeks (within a 24-month period) Parental, medical (Incl organ donation and pregnancy disability), family care leave.	N/A	N/A	Child, domestic partner's child, parent, domestic partner, sibling who is jointly responsible with the employee for each other's common welfare, spouse, grandchild, or domestic partner's grandchild.
Maine Paid Family and Medical Leave (MEPFML)*	Leave Laws - *MEPFML runs concurrently with MEFMLA and federal FMLA.	Leave and pay	1 employee (ME)	Earned at least six times the state average weekly wage in the first four calendar quarters immediately preceding the first day of an individual's benefit year (\$7,193.04 from July 1, 2025 through June 30, 2026)	Yes - Must have been employed for at least 120 days prior to taking leave	Yes	12 weeks (combined) Pregnancy Disability, Medical, Organ donation 12 weeks (combined) Parental, Family Care, Qualifying exigency, Safety, Bereavement (for certain family members in the military: spouse, domestic partner, parent, sibling or child) 12 weeks total between all leave types.	90% of an employee's wages that is equal to or less than 50% of the SAWW (\$1,198.84 from July 1, 2025 through June 30, 2026). If the portion of the employee's AWW is more than 50%, the SAWW is replaced at 66% up to \$1,198.94	1 week waiting period	Biological, foster, step, or adopted child (regardless of age); grandparent; grandchild; sibling; spouse or domestic partner; or an individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship

*Upcoming law (not active) - final details of the ME PFML law are pending. Contributions to the program are expected to begin January 2025, the law and its associated benefits become available to employees effective May 1, 2026.

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